

# **St. Louis Development Corporation**

## **Summary of Benefits**

### **401(a)**

Available the first of the month following 6 months of service. St. Louis Development Corporation contributes the equivalent of 9 percent of W-2 pay. Employees may contribute up to 5.5 percent of pay after tax. Money is invested through Great West Retirement Services. Employee is 100% vested using a 3-years graded vesting schedule.

### **Deferred Compensation**

Available anytime after start of employment. Section 457 Plan allows pre-tax contributions by employees. Various investment options are available through Nationwide.

### **Employer Paid Term Life Insurance**

Available the first of the month following 6 months of service. Equal to annual salary raised to the next thousand with a maximum of \$100,000.

### **Employee Paid Additional Life Insurance/ Dependent Life**

Available the first of the month following 6 months of service. Rate is based on age and level of coverage selected (\$10,000-\$300,000). Coverage of spouse (\$10,000-\$150,000). Coverage for dependent children (\$2,000-\$10,000).

### **Medical (\$5,000 Deductible – of which SLDC reimburses \$3,500 after employee pays first \$1,500)**

Effective on date of hire. Current provider-Anthem. SLDC pays 100% of single coverage (\$417.99/mo).

- **Anthem** (Monthly Employee Costs):
- Single/ \$00.00    Employee/Spouse/ \$585.19    Employee/Child(ren)/\$376.18    Family/\$856.87

### **Gap Insurance (Covers up to \$1,500 in-hospital and \$750 out-patient deductible)**

| Attained Age | Employee | Emp+Spouse | Empl+Children | Employee + Family |
|--------------|----------|------------|---------------|-------------------|
| 18-39        | 23.29    | 41.89      | 51.40         | 69.94             |
| 40-49        | 31.46    | 56.54      | 57.82         | 82.89             |
| 50+          | 53.63    | 96.47      | 86.80         | 129.58            |

### **Dental**

Available on date of hire. Voluntary; employee pays full cost of all coverage types. Preventive services paid at 100 percent, other covered services paid at 80% and 50% depending on service. Current provider is Metlife.

- **MetlifeDental:** (Monthly Costs):
- Single/ \$22.88    Employee/Spouse/ \$46.59    Employee/Child(ren)/ \$50.47    Family/\$ 79.29

### **Vision**

Effective on date of hire. SLDC pays 100% of employee only (\$7.71/month); Current provided is Anthem.

- **Anthem:** (Monthly Costs):
- Single/ \$0.00    Employee/Spouse/ \$5.78    Employee/Child(ren)/\$6.94    Family/\$14.65

### **Employee Assistance Program**

Free services available to SLDC employees to assist with work and personal issues through a confidential third-party service.

### **Short and Long Term Disability**

Employer paid benefit available following one year of service.

### **Subsidized Parking or Metro Pass**

Parking: Average monthly cost: \$80/month, employee pays \$55/month through payroll deduction.  
Metro Pass: Monthly pass \$78/month, employee pays \$36.00/month through payroll deduction.

### **Time off Benefits**

Holidays-10 company holidays and 2 floating holidays  
Vacation- 2 weeks, increase with length of service  
Sick Time- 78 hours (9.75 days) annually

This is a summary. Benefits are subject to change with our without notice. If there is a difference between this summary and plan document or policy, the plan document or policy takes precedence.